

Benefits Snapshot

Navigating your coverage effectively is key to maximizing its benefits. Here's a quick snapshot to help you understand the fundamentals of what we offer.



Health Insurance

Editas offers a HDHP through Blue Cross Blue Shield of Massachusetts to all FTEs from date of hire or qualifying life event.



Paid Time Off

Editas employees enjoy flexible time off, two company shutdowns, and 12 holidays annually.



Dental

Editas offers dental coverage through Blue Cross Blue Shield of Massachusetts to all FTEs from date of hire or qualifying life event.



401k Contributions

Our 401(k) is administered by Fidelity and gives employees the option of pre-tax and / or Roth deferrals. We match 200% of the first 3% deferral, up to \$7,000 for all 401(k) plan participants.



Vision

Editas offers vision coverage through the Blue 20/20 plan to all FTEs from date of hire or qualifying life event.



Lifestyle Spending Account

Editas employees enjoy an annual stipend that can be put toward any health, wellness, or enrichment activity of their choice.



Healthcare HSA

Editas will contribute the majority of the applicable deductible (\$2,500 for individual coverage and \$5,000 for family coverage) in 2024 to your HSA account administered by Optum Bank on a quarterly basis.



Parking / Transit Benefit

Editas offers a stipend for either monthly parking or public transit through Navia.



Dependent Care Account

You can elect up to \$5,000 to be contributed, on a pre-tax basis via payroll deductions throughout the year, into a DCA administered by WageWorks for qualified expenses.



Life and Disability Coverage

Editas' employees receive Life and Disability Insurance benefits from SunLife which are 100% paid by the company.